

our Reconciliation Journey

This is The Smith Family's third Reconciliation Action Plan, and we continue to be grateful for the sound advice and support provided by the members of our Advisory Group on Issues Concerning Aboriginal and Torres Strait Islander peoples.

We also appreciate the feedback provided by our team members about their levels of awareness of our RAP and its impact on their work.

Our RAP journey began with our 2010–2013 RAP. For this RAP we achieved the 27 targets set through a process of internal and external consultation. A key learning from this RAP was to ensure we have the infrastructure in place to support the implementation, tracking and reporting of progress against targets. Through this RAP we embedded in the organisation a number of key underpinning policy frameworks and documents to ensure that all team members understand their role and are supported to achieve our agreed targets.

Our 2013–16 Stretch RAP set out an ambitious 46 measurable targets across most areas of our business. While we achieved 43 of these targets, this next phase of our reconciliation journey is informed by gaps in process or achievement.

Two key areas where we can make further improvements are:

- a focus on implementing our Employment Diversity Strategy developed during our second RAP, and
- ensuring that our procurement processes include a means through which we can support Aboriginal owned businesses.

This plan has a clear focus on implementing the Employment Diversity Strategy developed during our first Stretch RAP, as well as some clear, achievable targets in relation to supplier diversity, consistent with our sphere of influence in the procurement of goods and services. We continue to strengthen internal tracking and reporting systems to ensure that we can monitor progress and that our commitments are met.

Our process for developing this current RAP included the extensive involvement of team members, as key relationship holders with Aboriginal and Torres Strait Islander organisations on the ground, and in reflecting the voices of community partners to provide input on what has worked well and what could be improved in future RAPS. The process included RAP workshops at our State Conferences and an online survey completed by team members.

Consultation processes were also conducted with our Advisory Group as our key advisory mechanism. Valuable feedback from this group included a discussion of our achievements as well as areas for improvement, set out above.

In September 2016, on advice from our Advisory Group, The Smith Family hosted a Treaty Forum at which we heard the voices and views of senior Aboriginal and Torres Strait Islander leaders regarding issues of sovereign arrangements for Aboriginal and Torres Strait Islander peoples. Our ambition in hosting this forum was to listen and understand the issues underpinning and driving these considerations, so that we can play a part in enabling Aboriginal and Torres Strait Islander children and young people to build the best possible futures for themselves. What we heard and learned at the forum informs our approach to, and vision for, Reconciliation.